

## A Message From The Chair

We are proud of our accomplishments for academic year 2017-2018. Our Department of Management Advisory Council held several meetings including a face-to-face meeting prior to the BGSU homecoming game. We continued to provide scholarships to students. The support from donors helps to make this possible. Our Alumni and Corporate supporters served as guest speakers in our classrooms. We continued to speak to the freshman students about our programs. Student enrollments in the specializations continue to increase. Also, faculty continued to increase the quantity and quality of their research publications. Our students participated in a number of professional development activities and case competitions. Two important items are the ranking by Gartner for the SCM undergraduate program (top 21) and MBA SCM graduate program (top 3): <https://bit.ly/2yAOeXv> Also, the approval of our new offering of a Doctorate in Organization Development & Change which will begin in fall 2019.

The **Department of Management** offers undergraduate specializations in International Business, Management, and Supply Chain Management. At the graduate level, the department offers an executive master degree in Organization Development and a doctorate in Organization Development & Change.

If you would like to support scholarships for students in the department, please contact the Department of Management at (419) 372-6963. Thank you!

Dr. Amelia Carr, Chair

## Department of Management Events

### Student Organizations

#### **Global Management and Leadership Society (GMLS)**

##### ***Fall 2018***

|              |  |
|--------------|--|
| September 5  | Opening Meeting                            |
| September 12 | Ohio Export Internship                     |
| September 19 | Summer in China and Opportunities in India |
| October 3    | Business Study Abroad                      |
| October 17   | Global Logistics                           |
| October 31   | International Student Holidays             |
| November 28  | Transition of Leadership                   |

#### **Supply Chain Management Association (SCMA)**

##### ***Fall 2018***

|              |   |
|--------------|---|
| September 5  | College of Business Organization Fair       |
| September 6  | Kick-Off Meeting                            |
| September 12 | Open Board of Directors Meeting             |
| September 19 | Major Match-Up                              |
| September 19 | Professional Development with Owens Corning |
| September 24 | SCMI Dinner held with APICS Toledo          |
| September 25 | Fall Career Expo                            |
| October 6    | RallyCap Sports                             |
|              | BGSU Color Fun Run/Walk                     |
| October 11   | Richter Scholarship                         |
|              | Professional Development                    |

## Department of Management 2018 Advisory Council

Jack Hott  
*Alumni, Retiree*

Corrie Jones  
*Owens Corning*

Julie DiBartolomeo  
*Speedway*

Jesi Foltz-Goike  
*Target Corporation*

Ryan Pawlinski  
*Cleveland Cliffs*

Jay Simler  
*NSS Enterprises*

Linda Rudolph  
*John Deere*

Amanda Christian  
*CACI*

Liz Hylton  
*Speedway*

Bobby Carr  
*General Motors*

Matt Graden  
*Owens-Illinois*

Barton Kulish  
*MTS Seating*

Marissa Tharp  
*Honda of America*

Katie Post  
*Goodyear*

Todd Moore  
*Tri-Ag Products*

Douglas Bellah  
*Home Depot*

Diamond Searcy  
*Ford Motor Company*

During the Fall semester, four **Department of Management Advisory Council** members, along with department faculty and SCM students spoke to freshman students in the BA 1500 classes to share information about careers and coursework in the specialization fields of **International Business, Management and Supply Chain Management**. Our thanks to: *Jay Simler (SCM Alumni), Marissa Tharp (IB Alumni) and Jack Hott (SCM Alumni).*

## Master of Organization Development 2018 Advisory Board

Ben Blanquera  
*Columbus Collaboratory*

Lori Gabel  
*Westfield Group/Westfield Insurance*

John Hine  
*Ford Motor Company*

Joe Matthews  
*Principle Business Enterprises*

Steve Rodzos  
*Marathon Pipe Line, LLC*

Serena Williams  
*Libby, Inc.*

Barbara Stahl  
*B. Stahl & Associates, LLC*

Corrie Voss  
*BGSU Faculty*

Maureen Stapleton  
*Community Enterprises, LLC*

Julie Williamson-Wright  
*SAP America, Inc.*

## Doctorate in Organization Development and Change

The Doctorate in Organization Development and Change (DODC) program will be the first doctorate housed in the College of Business through the Department of Management. It was signed by the Chancellor and is awaiting the final approval from the Higher Learning Commission.

The DODC is a sixty semester hour program intended for students who have already earned a master's degree and will serve managers and executives that aspire to higher levels in their organizations.



The first cohort is expected to begin in the fall of 2019. Dr. Steven Cady will serve as the Director.

## Welcome Amy Sheldrick



Amy is the newly hired Administrative Assistant in the Department of Management. She started in August 2018. She

previously worked in the College of Health and Human Services where she served as a Senior Secretary. "I am very happy to be here". 6, 2018. She comes to us

from the College of Health and Human Services where she served

## Supply Chain Management Institute 2018 Advisory Board

Missy Depinet  
Cooper Tire

Tom Dillon  
Marathon

Christine Garramone  
Toyota Motor North America

Bryan Geha  
First Solar

Jon Gilberg  
CACI

Scott Harrison  
Bechtel

Corrie Jones  
Owens Corning

Nick Link  
ProMedica Health Systems

Joe Loboda  
First Energy

Derek Stegall  
Matco Tools

Dave Meyers  
Concordance Healthcare Solutions

Troy Stevenson  
Owens-Illinois

Lisa Sekas  
Emerson

Grant Wasserman  
John Deere

Manda Bennett  
Nordson

Emily Springsteel  
Bendix

## College of Business Faculty/Staff Awards 2018

### Marie R. Hodge Advising Award



*Ms. Karen Eboch*



*Dr. Jane Wheeler*

### Faculty Service Award



*Dr. William Sawaya*

### Alumni Undergraduate Teaching Award



*Dr. Man Zhang*

## Spotlight on Faculty and Alumni



*BGSU was awarded a NSF grant of nearly \$1 million to support the BGSU ALLIES: "Building Inclusive Leadership Practices and Policies to Transform the Institution" project. Dr. Deborah O'Neil is one of the senior personnel on the project.*



*Dr. Sherry Sullivan*  
Selected as the O-I Professor, a three-year appointment, for being an outstanding teacher-scholar, making significant contributions to the understanding and/or practice of business administration



*Dr. Janet Hartley*  
Elected to serve as President of the Decision Sciences Institute, a premier interdisciplinary global scholarly society for business school professors



*Dr. David Dobrzykowski*  
appointed to serve as Department Editor for the *Healthcare & Service Operations Dept. of the Decision Sciences Journal.*



*Mr. David Hammerle*  
President of Bechtel Equipment Operations. Inc. BGSU Alumni, BS in Business, Procurement and Materials Management, and Production and Operations Management 1978-1982

## OUR 2018 APICS CONFERENCE SCHOLAR

My name is Dakota Brunsman and I am a senior at Bowling Green State University, and I recently had the great opportunity to be a part of the 2018 APICS Conference as a Scholar. This Conference was held in Chicago from September 29th through October 2nd. I am very grateful that I had this opportunity, and it was an extremely valuable experience for me.

First, I was able to meet the other 60 Scholars and get to know where they are from and where they have worked previously. These are going to be the employees leading the Supply Chain field in the near future, and it was great to get a chance to meet with them and talk about school and life. Next, each Scholar was assigned a mentor during the Conference. My mentor and I went to a few educational sessions together and had breakfast together. This was a valuable learning experience to see the problems he has faced during his career and how he resolved them. This will give me the knowledge only experienced veterans in Supply Chain can provide. Finally, the educational sessions throughout the Conference were extremely beneficial. They provided real-world scenarios that various companies faced and how they went about solving these problems.

The entire Conference was a great learning experience, as well as a great networking opportunity. I met so many professionals in Supply Chain, and quickly realized what a small world it is. I would mention I go to school in Bowling Green or am from Dayton and these other professionals would say “my brother lives there,” or “have you eaten at this restaurant.” I was able to quickly connect with these professionals and then have very informative discussions about big data, automation, or even where Supply Chain is heading in the next few years. All in all, the Conference was a great time, and I hope to be able to attend the one next year as well!







## BGSU business student wins prestigious leadership award

*By Alexander Sciranka*

Every year, the American Production and Inventory Control Society (APICS) chooses one student to receive its prestigious Student Voluntary Service Award. Of more than 6,000 applicants in supply chain and operations management nationwide, the 2018 recipient is Bowling Green State University's Greg Wobser.

"I still cannot believe they chose me," said Wobser, a **College of Business** senior, specializing in **supply chain management** with a focus in **aviation**. "Our Supply Chain Management Association (SCMA) discusses nominating a student every year, and this year my colleagues wanted to nominate me."

He received the award at the APICS 2018 Supply Chain Annual Conference on September 29 in Chicago. The conference brings together thousands of professionals from around the world to present, discuss and enhance the nuances of the supply chain industry. Greg is the sixth BGSU student to receive this award since 2009: Katherine Eboch (2016), Robert Everard (2015), Chelsea Folk (2014), Elizabeth Albers (2013) and Amanda Braddock (2009).

APICS, a professional association for operations management, chooses one student who demonstrates outstanding leadership and commitment to volunteering to their local supply chain management association chapter and the community. Wobser has an impressive list of volunteer service experiences. He has completed a summer internship with Sunshine Communities in Maumee, Ohio, and has assisted with purchasing and receiving needs. He also has gained valuable knowledge of the organization's mission of serving individuals with developmental disabilities.

"It does not take much to make a meaningful impact," said Wobser, who is interning with Maumee Valley Habitat for Humanity. "Even the smallest efforts can make a world of difference."

“Working with these groups has afforded me the opportunity to learn just how important volunteers are to local service organizations. Seeing everyone work together to support a good cause really puts life into perspective.”

For Wobser, who is from Bowling Green, volunteering is a way to better appreciate the opportunities he has been given.

“Giving back to the community has been a very humbling experience,” he said. “It takes a compassionate individual to understand the social issues that exist in our region, and a proactive person to take initiative to make a change.”

Proactive definitely describes Wobser, who is active in BGSU’s Supply Chain Management Association, having served as assistant director of marketing for a full academic year, and currently transitioning into the vice president role. Through the SCMA at BGSU, he has organized marketing and recruiting programs, spoken to entry level supply chain management courses and has assisted in promoting local chapter events in Bowling Green and Toledo.

Wobser has a private pilot certificate, so his interest in studying the business of aviation has always been apparent. Seeing a lack in student focus on the business behind general aviation operations, he founded and established the Young Professionals in Business and Aviation (YPB&A) Student Organization. Not only was he instrumental in establishing the student organization, he also created the foundation for YPB&A to be affiliated with the American Association of Airport Executives.

“I wanted more students to be able to engage outside the traditional classroom,” Wobser said. “YPB&A helped raise awareness of the benefits of aviation and business working together beyond the cockpit of the aviation industry as a whole.”

Greg will graduate in December and is actively looking for full-time employment. While he admits the job market in business is competitive, he is confident that his experiences and achievements at BGSU will set him apart as an applicant, just as they set him apart for the APICS award.

“The renowned reputation of BGSU’s College of Business has prepared me well to succeed in the field, while my work in the community has helped me better understand the complex needs of the public.”

## Executive Master of Organization Development (EMOD) Summer 2018 Dr. Jane Wheeler



Fallen Timbers Battlefield Preservation Commission (FTBPC) correctly identified some key issues in their performance related to clarity in the organization's identity, vision and mission. Currently, there appears to be confusion on these points that results from changes in external needs to change from purely a preservation mindset to the need to become more education and visitor experience oriented. The organization is in transition and has not realigned itself to a new identity. We, the EMOD students, have concluded that the issues with lack of clarity are symptoms of two primary organizational process weaknesses: (1) the process for establishing/updating organizational identity, vision and mission, and (2) a collection of planning and implementation processes designed to maintain focus on their mission. We believe that improvement work should address these areas.

In addition to presenting the findings to the FTBPC board, the students facilitated an Open Space Technology intervention which would allow board members to co-create their path of improvement in these areas of organizational processes. The information harvested from that intervention was used to drive the recommendations which will ultimately serve as a catalyst to make FTBPC successful in the future. These recommendations will come in the form of a change roadmap and will give FTBPC specific tools and techniques to make lasting change.

As noted by a student, "Meeting the client (Fallen Timbers Board Members) was a high point for the semester. They made our learning more meaningful. The possibility of making a difference. I am moved by their trust in us."

The EMOD 2018 Cohort (Nurit Parker not pictured)





## Supply Chain Management Institute (SCMI) Fall 2018

The day began with our “first-ever” VIP networking luncheon, during which over thirty participated in an engaging “speed networking” session! Supply Chain Management faculty and advisory board members enjoyed the opportunity to meet some of our ‘best and brightest Falcons’ and lay the groundwork for recruiting activities! Scott Harrison from Bechtel Corporation shared some brief remarks.

During our SCMI Advisory Board Business Meeting in the afternoon, the SCMI Bylaws (dated July 24, 2018) were ratified and the current draft of the strategic plan (dated July 11, 2018) was endorsed. Dean Raymond Braun and Dr. Amelia Carr presented their respective reports on current events in the College and the Management Department. Dr. William Sawaya lead a discussion concerning our development efforts related to the online Masters of Science in Supply Chain Management. Dr. Janet Hartley lead an engaging Blockchain exercise and expanded our understanding of this emerging technology through a report on our research efforts in this area.

The SCMI Networking Dinner concluded the evening. Dr. David Dobrzykowski, Director of the SCMI, was the Master of Ceremonies. Associate Dean Arthur Yeh and Sheryl Holbrook, APICS Toledo President provided a welcome and opening remarks. Nicole Burger, President of the Supply Chain Management Association (SCMA), provided some brief remarks about the student organization and recognized the other SCMA members in attendance. More than three hundred were in attendance and advisory board members enjoyed meeting our students through two round-table networking sessions. During the dinner, Supply Chain Management students showcased their recent internships with a poster sharing session. Also students who submitted an application documenting their outstanding professional development were recognized with a SCMI Professional Development Certificate. After the buffet dinner, Dave Myers, President & COO of Concordance Healthcare Solutions and Nicholas Link, System Director of Contracting and MMIS of ProMedica Health System spoke about healthcare supply chain trends and their companies’ emergence as national organizations.





**2018 SCMI Professional Development  
Certificate Recipients**

**Top Row:** Grant Gucke, Kurt Leverenz, Conrad Murphy, Jon Wenning, Gregory Wober  
**Bottom Row:** Emily Ashley, Claire Kazmaier, Katherine Przybylski, Megan Welch  
**Not Pictured:** Dakota Brunsman, Christine Kinsey



**CONGRATULATIONS!**  
To the Poster Board  
Winner, fall 2018!



Two day SAP Workshop  
Saturday, October 20 & 27th,  
10:00 am until 3:00 pm  
Instructor - Bethany Niese

Because of the generous sponsorship of the John Deere Foundation through the SCMI, the workshop was free for Supply Chain Management students. Thirty-six students registered for the workshop. They discussed the benefits of Enterprise Resource Planning (ERP) systems in general then logged into SAP to get some hands-on experience. The focus was on navigation, understanding and using some ERP and SAP specific vocabulary, and performing a few end-to-end functional processes. They created finished and non-finished goods as well as a bill of materials. The workshop participants ran Material Requirements Planning (MRP). Mr. Bill Rose from Owens Corning was the guest speaker and discussed how he uses SAP to support his supply chain processes. He discussed both big projects as well as day-to-day use. Students had the opportunity to ask questions and speak informally with him during lunch. At the end of the second day, the participants discussed what was accomplished, how they can represent the information on their resume and received a certificate of participation.



## Study Aboard in China, Summer 2018

During summer 2018, fifteen students and Dr. Man Zhang traveled to China. The students earned three credit hours for completing BA 4390: Regional Issues in International Business "Doing Business in China". This **Fast Track Program** provided students with an excellent opportunity to prepare themselves for a business career focused in China. It was developed to provide the students with an understanding of business opportunities and challenges in China in the broader context of its recent history, culture and policies. It helped the students to develop core business skills and a critical understanding of the Chinese Cultural environment. While in China, the students visited world-famous sites which included: the Great Wall, Terracotta Warriors, the Forbidden City, the Temple of Heaven and many more. The students experienced life during the Tang Dynasty with a journey to the Tatang Furong Garden, a 165-acre scenic park featuring grand landscaped gardens and architecture.





—Pitu



05/23  
City wall in Xi'an!



SPRING  
CHERRY BLOSSOM  
春の桜



Tea is delicious  
Making it this way?  
Not easy at all!

# SMILE...

## It's the Department of Management



Dr. Amelia Carr and class taking a plant tour at Lubrizol in Bowling Green, OH – spring 2018 (right photo) and fall 2018 (left photo) – to learn about SCM practices

Luncheon for 2018 graduating seniors recognizing their accomplishments at BGSU



Spring 2018 top graduating senior in the Management specialization, Sarah Walter (center) standing with Dr. Jane Wheeler and Dr. Amelia Carr



Spring 2018 top graduating senior in the International Business specialization, Caroline Flaesgarten (center) standing with Dr. Jane Wheeler and Dr. Amelia Carr



Dana Winkler, a spring 2018 student intern at Marathon Petroleum Company, standing with Dr. Amelia Carr at her internship presentation

Jim Parenica (left) and David Pumpa (right), two former students of Dr. Chan Hahn and Department of Management alumni Class of 1977, standing with Karen Eboch – summer 2018



## Department of Management 2018 Scholarship and Award Recipients

|  |  |
|--|--|
| Bendix Scholarship   | Bryce Bacon  |
| John B. Blevins Business Scholarships                                  | Tanner Bilgen<br>Rachel Carl<br>Alyse Clune<br>Morgan Harsh<br>Hannah Mink   |
| CACI Scholarship   | Katherine Diehl  |
| Cooper Tire Scholarship  | Kurt Leverenz  |
| Counterman Management Scholarships                                     | Michael Grau<br>Jace Rose  |
| John Deere Scholarships  | Brianna Finger<br>Shelby Hensel<br>Faith Hoendorf<br>Mengfan Liu   |
| Diebold Scholarship  | Hunter Boose   |
| Emerson Climate Technologies Scholarship                               | Claire Kazmaier  |
| Expeditors Scholarship   | Alec Ramsey  |
| First Energy Scholarship   | Joshua Slembariski   |
| First Solar Scholarship  | Jeremy Kovacs  |
| Global Management Scholarship  | Megan Baker  |
| Honda Of America Scholarship   | McKenzie Helberg   |
| Jack R. Hott and Katherine M. Hott Supply Chain Management Scholarship | Gregory Wobser   |
| ISM Northwest Ohio Scholarships  | Dakota Brunsman<br>Samantha Cannella<br>Jacob Chovanec<br>Trey James   |
| Keller Logistics Scholarship   | Zachary Hendricks  |
| Marathon Petroleum Company Scholarship                                 | Abigail Hasselbach   |
| Marathon Petroleum Company Scholarship in Supply Chain Management      | Justin Snyder  |
| Matco Tools Scholarship  | Austin Mohler  |
| Nordson Scholarship  | Shane McClure  |
| Owens Corning Scholarship  | Alex Bellerud  |
| Owens-Illinois Scholarship   | Jared Schott   |
| Parker Hannifin Scholarship  | Zachary Meyers   |
| Swagelok Scholarship   | Connor Richie  |
| Toyota Motor North America Scholarship                                 | Emily Griffith   |
| UTC Aerospace Systems Scholarship                                      | Madeline McCartney   |
| Worthington Industries Scholarship                                     | David Agnes  |
| Toledo APICS Scholarship   | Ameera Venkataraman  |
| APICS/Richard J. Penlesky Scholarship                                  | Madeleine Fuller   |
| John and Lucy Hartley Memorial Scholarships                            | Sierra Combs<br>Brooke Hendrix<br>Kevin Howard<br>Mary Kaufman<br>Carrie Mann<br>Garrett Peace<br>Drew Springer<br>Janae' Thomas |
| Thomas Lammers Book Awards   | Ella Knepley<br>Brianna Koller<br>Tyler Parkman  |
| Management Advisory Board Book Scholarships                            | Joseph Goldblum<br>Brianna Koller<br>Janae' Thomas   |
| Management Advisory Board Scholarship                                  | Rachel Carl  |
| <b>Linda Parcher Scholarship</b>                                       | Faith Hoendorf   |
| <b>Drs. Lorna Gonsalves and Peter Pinto Scholarships</b>               | Alexis Allen<br>Patrick Voirol   |
| <b>Geoffrey &amp; Linda Radbill Scholarships in Management</b>         | Megan Curran<br>Morgan Florman<br>Savanna Forshey<br>Alivia Kaufman  |

|   |   |
|---|---|
|   | Rachel Long<br>Sara Ripploh<br>Andrea Weirauch                                    |
| <b>Karl and Doris Rahdert Scholarships</b>                            | Joshua Kurfess<br>Caitlyn McNulty<br>Valerie Prunty<br>Jessica Schultz            |
| <b>Scott Supply Chain Management Scholarships</b>                     | Mathew Archual<br>Thomas Crookston<br>Jacob Csukker                               |
| <b>Barbara Stahl Management Scholarship</b>                           | Tyler Parkman   |
| <b>Supply Chain Management Institute Scholarship</b>                  | Emily Menegay   |
| <b>Karl and Joan Vogt Awards</b>                                      | Dayna Gay<br>Gabrielle Mink<br>Heather Pohlman<br>Haylea Turner<br>Shana Vladesov |
| <b>Warren and Thelma Waterhouse Scholarships</b>                      | Joseph Goldblum<br>Victoria Novickis<br>Halle Pinckard                            |
| <b>Man Zhang International Business Scholarship</b>                   | Eugene Gorman   |
| <b>Excellence in International Business Outstanding Senior Award</b>  | Caroline Flaesgarten  |
| <b>Excellence in Management Outstanding Senior Award</b>              | Sarah Walter  |
| <b>Excellence in Supply Chain Management Outstanding Senior Award</b> | Julie Kessler   |

## DEPARTMENT OF MANAGEMENT FACULTY PUBLICATIONS 2017-2018

1. **Dobrzykowski, D.** and Tarafdar, M. (2017). Linking Electronic Medical Records use to Physicians' Performance: A contextual analysis. *Decision Sciences*, 48(1), 7-37. Impact factor: 1.64 (2017). Top Tier "A" journal on BGSU's Management Department List.
2. **Cady, S.H.**, Brodke, M., & Parker, N. (2018). When a team is more like a group: Improving individual motivation by managing integrity through team action processes. *Public Integrity* . 1-18. DOI: 10.1080/10999922.2017.1419052. Type: Empirical. Rated B by Department.
3. **Cady, S.H.**, Medley, B., & Stiegler, C.T. (2018). Assessing change: Integrating Kirkpatrick's and Phillips' models into the five levels of evaluation. *Organization Development Journal* , 36 (1): 55-66. Type: Theoretical. Rated B by Department.
4. **Cady, S.H.**, Brodke, M., & Kim J.H. (2017). Volunteer motivation: A field study examining why some do more, while others do less. *Journal of Community Psychology* , 46 (3): 281-292. Type: Empirical. Rated B by Department.
5. **Shin, H. W.**, & Lee, S-H. Economic crisis, intra-MNC production shift and MNC performance from network perspective, in press, *Asia Pacific Journal of Management*. (Accepted on January 10, 2018)
6. **Shin, H. W.**, & Lee, S-H. Firm resource stock, resource complementarity, and the heterogeneity in resource value, in press, *Asia Pacific Journal of Management*. (Accepted on January 8, 2018)
7. **Shin, H. W.**, Picken, J. C., & Dess, G. G. 2017. Revisiting the Learning Organization: How to create it. *Organizational Dynamics*. 46: 46-56
8. **Shin, H. W.**, & Dess, G. G. 2017. From SWOT to value appropriation: career implications. In press. *Academy of Strategic Management Journal*. 16: 165-168

9. **Amelia Carr** and Joohyung Kim, "Closed loop supply chain for glass recycling: Current practices and challenges," *International Journal of Integrated Supply Management*, vol. 11, no. 4, fall 2017, pp. 316-331 (Refereed, peer reviewed)
10. Gullaume, P., **Sullivan, S.E.**, Wolff, H.G. & Forret, M. (2018, in press). Are There Major Differences in the Attitudes and Service Quality of Standard and Seasonal Employees? An Empirical Examination and Implications for Practice. *Human Resource Management*. ABS ranked 4\*, Financial Times Top 50, Department ranked A
11. Ahrens, F., **D. Dobrzykowski**, and **W. J. Sawaya**. (Forthcoming –accepted 2018). "Addressing mass customization trade-offs in Base of Pyramid markets: A case for medical equipment. *International Journal of Physical Distribution and Logistics Management*. Rated top tier A, dept of mgmt.
12. **Zhang, M.**, Hartley, J. "Guanxi, IT Systems and Innovation Capability: The Moderating Role of Proactiveness." *Journal of Business Research*, 2018 vol. 90, 75-86. Rated A by dept of mgmt.
13. **Zhang, M.** (2018) "Cross-cultural reliability and validity of a scale to measure international entrepreneurial capability in emerging markets." *Journal of Asia-Pacific Business*, Volume 19, Issue 1, pp. 23-35.
14. **Zhang, M., Hartley, J.** (2018) "Does Guanxi influence product performance and customer loyalty?" Accepted to be published in *Journal of Asian Business Studies*, Volume 12, Issue 3.
15. **Zhang, M.**, Gao, Q., and Cho, H. (2017) "The effect of sub-national institutions and international entrepreneurial capability on international performance of export-focused SMEs: Evidence from China and South Korea." *Journal of International Entrepreneurship*, Volume 15, Issue 1, pp.85-110.
16. Hanasono, L., Broido, E., Yacobucci, M., Root, K., Pena, S. & **O'Neil, D.A.** Secret service: Revealing gender biases in the visibility and value of faculty service. *Journal of Diversity in Higher Education*, Accepted March 2018. [theoretical]
17. **O'Neil, D. A., Brooks, M. E.** & Hopkins, M. M. (2018). Women's roles in women's career advancement: What do women expect of each Other? *Career Development International*, 23(3), 327-344. (Rated A by the Department of Management). [theoretical]
18. Highhouse, S., **Brooks, M. E.**, Nesnidol, S., & Sim, S. (2017). Is a .51 validity coefficient good? Value sensitivity for interview validity. *International Journal of Selection and Assessment*, 25(4), 383-389.
19. Van Esch, C., Hopkins, M.M., **O'Neil, D.A.** & Bilimoria, D. (2018). How perceived riskiness influences the selection of women and men as senior leaders. *Human Resource Management*, 57(4), 915-930 <https://doi.org/10.1002/hrm.21902> (Rated A by the Department of Management) [theoretical]
20. Nikzad, Pouyan, **Min, Hokey**, and Bozorgi-Amiri, Ali, "Risk Pooling Strategy for Redesigning Multi-echelon Distribution Networks." *International Journal of Operations and Quantitative Management*, Vol. 23, No. 3, (2017): 101-124. [ABS 1, Scopus Listed]
21. **Min, Hokey**, Park, Heekyeon, and Ahn, Seung-Bum, "Measuring the Supply Chain Risk in Offshoring Countries using Data Envelopment Analysis and the Analytic Hierarchy Process." *Benchmarking: An International Journal*, Vol. 24, No. 7, (2017): 1977-1994. [ABS 1, ESCI, Scopus Listed]
22. **Min, Hokey**, Ahn, Seung Bum, Lee, Hyang Sook, and Park, Heekyeon, "An Integrated Terminal Operating System for Enhancing the Efficiency of Seaport Terminal Operators." *Maritime Economics and Logistics*, Vol. 19, No. 3, (2017): 428-450. [ABS 2, SSCI Listed]

23. Lea, Bih-ru, Yu, Vincent and **Min, Hokey**, "Data Visualization: A Case Study in Renewable Energy." Issues in Information Systems, Vol. 18, No. 3, (2017): 195-205.
24. **Min, Hokey**, "Health Care Supply Chain Research: Where Are We Going," Logistics Research, Published on line, November 5, 2017. [Scopus Listed]
25. Bih-Ru Lea, Vincent Yu and **Hokey Min**, "Data Visualization for Assessing the Biofuel Commercialization Potential within the Business Intelligence Framework." Journal of Cleaner Production, Vol. 188, July, (2018): pp. 921-941. [ABS 2, SSCI Listed]
26. **Min, Hokey**, Min, Soonhong, and Chen, Haozhe, "Inter-organizational Learning in the Context of Third Party Logistics Services." International Journal of Services and Operations Management, Vol. 30, No. 3, (2018): 267-285. [ABS 1, Scopus Listed]
27. **Min, Hokey**, "Measuring the Service Quality of Luxury Hotel Chains in the United States." International Journal of Services and Operations Management, 9 Vol. 30, No. 4, (2018): 465-479. [ABS 1, Scopus Listed]
28. Joo, Hye-Young, Seo, Yong-Won, and **Min, Hokey**, "Examining the Effects of Government Intervention on the Firm's Environmental and Technical Innovation Capabilities." International Journal of Production Research, Published online, February 8, 2018. [ABS 3, SSCI Listed] {Top-tier "A"-Journal on the Departmental SCM Journal List}
29. Atilla, A. E., Steward, M., Zhaohui, W. and **Hartley, J.** "Triadic Relationships in Healthcare," Business Horizons, 2018, Vol. 61, No. 2, 221-228.